

Dec. 12, 2021

UF REALITY CHECK: Interim Chancellor's Email

Dear Colleagues,

The misinformation generated by Interim Chancellor Fred Williams' email last Friday is important for United Faculty to address. His presentation and manipulation of the data and narrative is a perfect example of what many of us teach our students not to do, especially with the convenient and careful omissions that are made in his claims.

Claim: In his most recent communication, Interim Chancellor Williams states: "The District's comprehensive proposal presented to United Faculty at the July 28, 2021, negotiations meeting included the full State-funded COLA of 5.07%—as well as the funded COLA for 2022-2023 which is currently projected at 5.35%—across all applicable schedules."

Reality Check:

- Interim Chancellor Williams conveniently omitted the fact that COLA was always contingent on "all or nothing" package deals, including increasing the fill-rate for multiple-sections from 80% to 90% and changing student evaluation language to favor management.
- Furthermore, the District refused to address our Overload and Summer pay inequity in any of their written proposals. Our Overload and Summer pay is the lowest when compared to the agreed upon 8 surrounding districts (reference the attached documents). Note: over 70% of full time faculty teach overload and almost 50% teach summer.
- For many months the District refused to address full family health coverage and achieving the 75th percentile on salary. Now they have resorted to their well-known antics of delay and ignore.
- The District's lead negotiator rejected the recommendation to continue the current pay for internships and instead wants to dramatically decrease compensation.

Claim: Between 2013 and 2021, United Faculty members have received total ongoing increases of 26.10%, while State-funded COLA was only 10.97%.

Reality Check:

- Interim Chancellor Williams conveniently overlooked the years 2008-2012 when faculty did not receive any COLA or any salary increases during the economic downturn.
- In addition, COLA is not a raise but simply keeping up with inflation.
- Interim Chancellor Williams presented the fringe increase (which is a health benefit) as a salary increase in his calculations. Salary and benefits are separate items and must be negotiated as separate items.

Claim: "Impasse is a State-mandated legal procedure available to parties who are unable to reach a Tentative Agreement. A summary of the process is outlined below. First, the matter must be certified by PERB."

Reality Check:

- PERB already certified the impasse before Interim Chancellor Williams sent his email.
- Initially, the District did not serve their impasse paperwork appropriately--causing confusion to all parties involved, including PERB.

Bottom Line:

Interim Chancellor Williams' most recent email is misleading and carefully omits important facts, causing further deterioration in any trust that was left between faculty and the District. His presentation of data is insulting to faculty, and it is nothing more than an attempt to disguise the truth about the District's failure to come to the table and negotiate in a meaningful manner. We rebuke these disingenuous efforts of creating a false narrative to divide faculty. While Interim Chancellor Williams tries to undermine our union's efforts to improve compensation and working conditions for our members with his misleading presentation of data, our union leadership remains laser-focused on organizing and preparing for mediation and fact-finding with support and guidance from CTA.

In Solidarity,

Mohammad M. Abdel Haq, M.A.
Lead Negotiator, United Faculty

Christie Diep
President, United Faculty

"Power concedes nothing without a demand. It never did and it never will." Frederick Douglass

Super 8 Salary Comparability for 2021/2022

Class B at Step 8 (Minimum Qualifications)

Rank	District	Salary
1	Riverside	\$95,546
2	Mt. SAC	\$93,265
3	Long Beach	\$92,195
4	Rio Hondo	\$89,678
5	Cerritos	\$87,142
6	Rancho Santiago	\$85,838
7	Coast	\$85,228
8	NOCCCD	\$83,059

Class E at Step 13 (Minimum Quals + 54 units)

Rank	District	Salary
1	Riverside	\$131,264
2	Mt. SAC	\$121,728
3	Cerritos	\$114,439
4	Rancho Santiago	\$113,956
5	Rio Hondo	\$113,867
6	Long Beach	\$113,325
7	Coast	\$109,836
8	NOCCCD	\$107,522

Class E at Step 20 (Minimum Quals + 54 units)

Rank	District	Salary
1	Riverside	\$137,831
2	Rancho Santiago	\$127,589
3	Mt. SAC	\$125,558
4	Rio Hondo	\$123,962
5	Cerritos	\$122,966
6	Coast	\$122,901
7	Long Beach	\$122,009
8	NOCCCD	\$116,695

Class F at Step 25 (Earned Doctorate)

Rank	District	Salary
1	Riverside	\$145,804
2	Rancho Santiago	\$140,058
3	Coast	\$132,483
4	Rio Hondo	\$131,483
5	Cerritos	\$129,787
6	Mt. SAC	\$129,388
7	Long Beach	\$127,335
8	NOCCCD	\$127,062

Summer Compensation Comparability at Step Year 8

		MINIMUM QUALIFICATIONS		DOCTORATE	
		RATE PER HOUR	RATE PER UNIT	RATE PER HOUR	RATE PER UNIT
1	RIVERSIDE	\$120.12 per hour	\$2,102.10 per unit	\$140.90 per hour	\$2,465.75 per unit
2	RANCHO SANTIAGO	\$106.60 per hour	\$1,918.80 per unit	\$129.28 per hour	\$2,327.04 per unit
3	RIO HONDO	\$102.48 per hour	\$1,793.40 per unit	\$115.14 per hour	\$2,014.95 per unit
4	MT. SAC	\$92.51 per hour	\$1,618.92 per unit	\$95.77 per hour	\$1,675.97 per unit
5	CERRITOS	\$87.14 per hour	\$1,524.95 per unit	\$100.79 per hour	\$1,763.82 per unit
6	COAST	\$85.22 per hour	\$1,491.35 per unit	\$100.73 per hour	\$1,762.77 per unit
7	NOCCCD PART TIME CURRENT (INCLUDING 5.07% COLA)	\$80.67 per hour	\$1,411.72 per unit	\$88.53 per hour	\$1,549.27 per unit
8	LONG BEACH	\$78.31 per hour	\$1,370.42 per unit	\$82.09 per hour	\$1,436.57 per unit
9	<i>NOCCCD FULL TIME (INCLUDING 5.07% COLA)</i>	<i>\$68.40 per hour</i>	<i>\$1,197.00 per unit</i>	<i>\$75.06 per hour</i>	<i>\$1,313.55 per unit</i>
10	<i>NOCCCD FULL TIME CURRENT (NO COLA)</i>	<i>\$65.10 per hour</i>	<i>\$1,139.25 per unit</i>	<i>\$71.44 per hour</i>	<i>\$1,250.20 per unit</i>

Overload Compensation Comparability at Step Year 8

		MINIMUM QUALIFICATIONS		DOCTORATE	
		RATE PER HOUR	RATE PER UNIT	RATE PER HOUR	RATE PER UNIT
1	RIO HONDO	\$102.48 per hour	\$1,793.56 per unit	\$115.14 per hour	\$2,015.10 per unit
2	RIVERSIDE	\$99.31 per hour	\$1,737.92 per unit	\$99.31 per hour	\$1,737.92 per unit
3	MT. SAC	\$92.51 per hour	\$1,618.92 per unit	\$95.77 per hour	\$1,675.97 per unit
4	CERRITOS	\$87.14 per hour	\$1,524.95 per unit	\$100.79 per hour	\$1,763.82 per unit
5	COAST	\$85.22 per hour	\$1,491.35 per unit	\$100.73 per hour	\$1,762.77 per unit
6	NOCCCD PART TIME CURRENT (INCLUDING 5.07% COLA)	\$80.67 per hour	\$1,411.86 per unit	\$88.53 per hour	\$1,549.34 per unit
7	LONG BEACH	\$78.31 per hour	\$1,370.42 per unit	\$82.09 per hour	\$1,436.57 per unit
8	RANCHO SANTIAGO	\$76.26 per hour	\$1,334.55 per unit	\$84.07 per hour	\$1,471.22 per unit
9	<i>NOCCCD FULL TIME (INCLUDING 5.07% COLA)</i>	<i>\$70.83 per hour</i>	<i>\$1,239.52 per unit</i>	<i>\$77.73 per hour</i>	<i>\$1,360.27 per unit</i>
10	<i>NOCCCD FULL TIME CURRENT (NO COLA)</i>	<i>\$67.42 per hour</i>	<i>\$1,179.85 per unit</i>	<i>\$73.98 per hour</i>	<i>\$1,294.65 per unit</i>